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*special committee on social insurance.* (Boston: Boston Chamber of Commerce. 1917. Pp. 14.)

*The pension problem and the philosophy of contributions.* Bureau of Municipal Research, New York City. (New York: Pension Pub. Co. 1917. Pp. 20.)

*The standard fire insurance policy and loss adjustment lectures.* (New York: Ins. Soc. of N. Y.)

*Summary of report on workmen's compensation acts in the United States. The legal phase.* (Boston: National Industrial Conference Board. 1917. Pp. 8.)

### Pauperism and Charities

#### NEW BOOKS

BERCOVICI, K. *Crimes of charity.* (New York: A. A. Knopf. 1917. Pp. 271. \$1.50.)

GUILD, F. H. *State supervision and administration of charities.* Indiana University studies. (Bloomington, Ind.: Indiana Univ. 1917.)

### Socialism and Co-operative Enterprises

*Profit Sharing in the United States.* By BORIS EMMET. Bulletin of the United States Bureau of Labor Statistics, Whole No. 208, December, 1916; Miscellaneous Series, No. 13. (Washington: Superintendent of Documents. 1917. Pp. 188. 20 cents.)

There has been abundant evidence in recent years of a revival of interest of employers in schemes of profit sharing, and there have been several attempts to bring together in one statement a description of the more notable existing schemes. There have also been numerous articles descriptive of particular schemes. The difficulty with this literature has been its partial and occasional character, its lack of perspective. Mr. Emmet's report covers somewhat the same ground as the report of the Civic Federation, but is more broadly managed. It claims to have "carefully examined and analyzed . . . all of the profit sharing plans known to be in operation in the United States at the present time" and, in addition, to have studied sundry other plans not accurately described as profit sharing. Besides thus throwing light upon the extent of profit sharing in the United States, it examines the character of the schemes with reference to the factors which determine what profits are to be distributed and to the conditions under which payments are made to employees. It studies the proportion of the working force who participate; the occupations

and types of employment of the participating workmen; the kind of benefits which accrue by virtue of participation; the cost of the plans to the employers, and, finally, the results secured. Apart from this comprehensive treatment there is a detailed examination of several bonus plans which pass for profit sharing.

All of this constitutes a body of fact and exposition of much value. But here the utility of the study may be said to end. There is, indeed, a final section entitled "Extent to which objects sought by establishment of profit sharing plans have been realized," but the section runs to only three pages and is meager. Although it is hardly to be expected that a government study should attempt to enter into the philosophy of its subject, there is a good deal more that this bureau report might have accomplished. Its study of the results of profit sharing is based entirely upon reports from employers. It does not appear that the state of mind of employees has been directly taken into account. Less than three pages is given to a discussion of discontinued plans, yet these pages indicate that in one way or another collapse was due to discontent of the employees. Beyond question, one difficulty which in the past has limited the development of profit sharing has been the narrow tendency of employers to regard the workmen's interests as wholly incidental to their own. The present report does not improve upon this point of view. We must be grateful for so careful a compilation and analysis of the plans in existence in the United States, but we have still to hope for a study which will show us profit sharing from the inside, as it appears to the workers as well as to the managers of industry.

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#### NEW BOOKS

BARNHILL, J. B. *One hundred best anti-socialist books.* (Washington: Anti-Socialist Bk. Co. 1917. Pp. 8. Gratis.)

CROSTHWAITE, H. R. *Coöperation: comparative studies and the central provinces system.* (Calcutta: Thacker, Spink & Co., for the Central Provinces Federation of Coöperative Banks. 1916. Pp. 542. 6 Rs.)

GHENT, W. J. *Appeal socialist classics.* (Girard, Kan.: Appeal to Reason. 1916. 25c.)

KAMMAN, W. F. *Socialism in German American literature.* (Philadelphia: Americana Germanica Press. 1917. Pp. 124.)